



Focus on Employee Benefit Plan Audits

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Gray, Gray & Gray News - Employee Benefit Plan Audits

Proposed Changes to Gift and Estate Tax Could Have Huge Impact



A new piece of legislation filed in the U.S. Senate – the "For the 99.5 Percent" Act – could have a significant impact on gift and estate planning. According to the sponsors of the bill, its name describes the "99.5 percent" of the population who are unlikely to be affected by the proposed changes.

It is important that the "other 0.5 percent" who are likely to be affected know what the proposed legislation entails and how it might make changes to estate planning necessary. Unlike typical tax legislation, this Act has the potential to be fast-tracked and could take effect by the end of this year.

We will continue to monitor this legislation as it moves through Congress. Please watch for our updates and reports. For additional information please contact Gray, Gray & Gray at

(781) 407-0300.

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Employee Benefits

Ensure the Value of 401(k) Plans



401(k) plans are primarily self-directed by participants once they are set up. But as a sponsor, your company does have obligations. Continue reading for seven factors to help ensure your company's plan works in the best interests of employees.

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Retirement Plans

Designing Retirement Plans for Different Investor Types



If you want maximum employee participation in your company's pension plan, you'll need to consider the differences in your staff members. People need to be comfortable with the level of risk involved in their pension plans, and the degree to which they have to monitor their own investments. This article spotlights ways to address the needs of your employees.

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Benefits Administration

The Challenges of Administering Family and Medical Leave



The *Family and Medical Leave Act* (FMLA) requires companies to provide unpaid leave for certain family and medical reasons. However, many companies have difficulty administering the law because they must determine which absences qualify, when the leave begins, and ensure a variety of other requirements are met. Here are two cases in which the courts ruled in favor of employers after staff members were denied FMLA leave.

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"We formerly had our employee benefit plan audit with one of the 'Big Four' national accounting firms, but knew that we were not getting the attention and service we needed. Making the switch to Gray, Gray & Gray was like night and day! We are getting the same degree of competence and experience, but with a much higher level of service. At much more reasonable fees, too!"
-New England Sports Network (NESN)

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